

Dear Vivekanand Thorat,

Congratulations and Welcome to Winjit Family...!

With reference to the interview, you had with us; we are glad to propose the compensation structure as per annexure B and will be designated as **Software Developer**.

Annexure A:

1. This is a proposed compensation structure and not the final employment contract. A detailed employment contract will be shared with you on your day of joining
2. Your joining location will be **C 1/1 A Road, NICE, MIDC Satpur, Nashik, Maharashtra 422007.**
3. We shall confirm you for the joining date one month before or prior and the reporting time on your day of joining will be **9.30am**
4. The responsibility of arranging lodging and boarding facilities at the location of joining and location of posting will lie solely with the new joiners and the organization shall **ONLY** provide assistance such as contact details of brokers, vendors for meals etc.
5. The organization reserves the right to decide on your **location of posting** at any of its branch or client offices in India or abroad as per business requirements. You are expected to report at your location of posting from the date as directed by the organization.
6. The organization reserves the right to send you on deputation/transfer/assignment to any of the organization's branch or client offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.
7. The organization reserves the right to amend or withdraw this proposed compensation structure depending on business requirements at any given point of time on or before your date of joining.
8. The organization reserves the right to amend your date of joining mentioned in this proposed compensation structure at any given point of time on or before your date of joining.
9. You are required to undergo a medical check-up as per the attached list and submit the medical report on your day of joining. It is mandatory that the medical test be conducted by a qualified medical practitioner (MBBS).

10. This proposed compensation structure is valid, subject to:

- You clearing the qualifying (Final) year exams without any backlogs and attaining the degree certificate.
 - You are holding an Indian passport valid up to 6 months from your date of joining
 - You are clearing the Medical Test (list of tests attached, You are required to submit your reports on the day of your joining)
 - You are requested to revert with 2 references on anishag@winjit.com on or before **1st December 2022** (Professor, HOD or any other individual who has worked in supervisory capacity with you) from your institute/ University and provide the following details (Name, Designation, Contact Number, Email ID) for background verification.
 - Please share scanned copies of your KYC documents on or before **1st December 2022** on anishag@winjit.com. (Please note that the file size of the email needs to be less than 5MB. You can share multiple emails if required)
 - i. Aadhar card
 - ii. Pan card
 - iii. Passport
 - iv. Degree certificates YTD
11. The date of joining might get postponed due to strategic management plans for which you will be informed a month prior.
12. If required the company may start a full-time internship from January 2023 for which you will be informed a month in advance.
13. This offer consists of 2 years Bond to be applicable (Wherein you will be eligible for appraisals during this period).
14. The yearly appraisals will be subject to the basic CTC component.

Please feel free to call us on +912536633999 Ext-152 or write to us on anishag@winjit.com should you have any queries.

For Winjit Technologies Pvt. Ltd.

Acceptance

Yash Wagh
Vice President – Human Capital

Date:

Annexure B:

CTC STRUCTURE		
Pay Heads	Per Month (INR)	Per Year (INR)
Basic	9000	108000
HRA	3600	43200
Conveyance	1600	19200
Literature Allowance	500	6000
Kit Allowance/ Other Allowance	10205	122460
LTA	500	6000
Medical	1250	15000
Employee PF	1080	12960
Employer PF	1080	12960
Employer MLWF		72
Total Pay	28815	345852
Medical (200000) Insurance		4000
Gratuity		5195
CTC (A)		355047
Retention Bonus in in 12th Month (B)		20000
Retention Bonus in 24th Month (C)		30000
Retention Bonus in 36th Month (D)		45000
Final CTC (A+B+C+D)		450047
Less :		
Profession Tax	200	
Employer PF	1080	
Employee PF	1080	
Monthly Salary	26455	

Acceptance

Date: